

**PERSON SPECIFICATION 2012**  
**APPLICATION TO ENTER SPECIALTY TRAINING at CT1: PSYCHIATRY**

<b>ENTRY CRITERIA</b>		
	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> </ul>	
<b>ELIGIBILITY</b>	<ul style="list-style-type: none"> <li>• Eligible for full registration with the GMC at time of appointment and hold a current licence to practice</li> </ul> <p><b>Either:</b></p> <ul style="list-style-type: none"> <li>• Evidence of <b>current</b> employment in a UKFPO affiliated Foundation Programme</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>• 12 months experience after full GMC registration or equivalent and evidence of achievement of <b>Foundation competencies</b> between <b>31<sup>st</sup> July 2009</b> and <b>1st August 2012</b> from a UKFPO affiliated Foundation Programme or equivalent by time of appointment in line with GMC standards/Good Medical Practice including: <ul style="list-style-type: none"> <li>○ Make the care of your patient your first concern</li> <li>○ Protect and promote the health of patients and of the public</li> <li>○ Provide a good standard of practice and care</li> <li>○ Treat patients as individuals and respect their dignity</li> <li>○ Work in partnership with patients</li> <li>○ Be honest and open and act with integrity</li> </ul> </li> <li>• Eligibility to work in the UK</li> <li>• Not previously relinquished, released or removed from a Core Psychiatry training programme in this specialty except under exceptional circumstances</li> </ul>	
<b>FITNESS TO PRACTISE</b>	<ul style="list-style-type: none"> <li>• Is up to date and fit to practise safely</li> </ul>	
<b>LANGUAGE SKILLS</b>	<ul style="list-style-type: none"> <li>• All applicants to have demonstrable skills in written and spoken English to enable clear communication about medical topics with patients and colleagues demonstrated by one of the following: <ul style="list-style-type: none"> <li>○ Evidence of undergraduate medical training in English</li> </ul> </li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>○ Evidence of the following scores in the academic International English Language Testing System (IELTS) achieved in a single sitting within 24 months at time of application - Overall 7, Speaking 7, Listening 7, Reading 7 &amp; Writing 7</li> </ul> <ul style="list-style-type: none"> <li>• Applicants who do not fit into the above categories need to provide other evidence of adequate communications skills</li> </ul>	
<b>HEALTH</b>	<ul style="list-style-type: none"> <li>• Meets professional health requirements (in line with GMC standards/Good Medical Practice)</li> </ul>	

<b>CAREER PROGRESSION</b>	<ul style="list-style-type: none"> <li>• Ability to provide a complete employment history</li> <li>• Evidence that career progression is consistent with personal circumstances</li> <li>• Evidence that present achievement and performance is commensurate with totality of period of training</li> <li>• <b>18 months or less experience</b> in Psychiatry (not including Foundation modules) by time of appointment</li> <li>• No unexplained career gaps</li> </ul>	
<b>TRANSPORTATION</b>	<ul style="list-style-type: none"> <li>• Holds and will use current valid driving licence or provides evidence of proposed alternative</li> </ul>	
<b>APPLICATION COMPLETION</b>	<ul style="list-style-type: none"> <li>• <b>ALL</b> sections of application form completed <b>FULLY</b> according to written guidelines</li> </ul>	

<b>SELECTION CRITERIA</b>		
<b>CLINICAL EXPERIENCE</b>	<b>As above</b>	Clinical exposure to a community based specialty
<b>CLINICAL SKILLS</b>	<b>Clinical Knowledge &amp; Expertise:</b> <ul style="list-style-type: none"> <li>• Demonstrates appropriate knowledge base and capacity to apply sound clinical judgement.</li> <li>• Capacity to prioritise clinical need.</li> </ul>	
<b>ACADEMIC / RESEARCH SKILLS</b>	<b>Research Skills:</b> <ul style="list-style-type: none"> <li>• Demonstrates understanding of the principles of audit &amp; research, with some awareness of specific principles of research in psychiatry</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of relevant academic &amp; research achievements , e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements</li> <li>• Evidence of active participation in audit</li> <li>• Understanding of service-user contribution to and perspective of, audit and research</li> </ul> <b>Teaching</b> <ul style="list-style-type: none"> <li>• Evidence of interest and experience in teaching</li> </ul>

<p><b>PERSONAL SKILLS</b></p>	<p><b>Communication Skills:</b></p> <ul style="list-style-type: none"> <li>• Capacity to communicate effectively &amp; sensitively with others.</li> <li>• Capacity to listen &amp; engage others in open/equal dialogue</li> </ul> <p><b>Empathy &amp; Sensitivity:</b></p> <ul style="list-style-type: none"> <li>• Capacity &amp; motivation to treat others with understanding &amp; sensitivity.</li> <li>• Sees patients as people, demonstrates awareness of their needs &amp; wishes</li> </ul> <p><b>Conceptual Thinking &amp; Problem Solving:</b></p> <ul style="list-style-type: none"> <li>• Capacity to think beyond the obvious, with analytical and flexible mind.</li> <li>• Capacity to bring a range of approaches to solving problems &amp; making decisions</li> </ul> <p><b>Managing Others &amp; Team Involvement:</b></p> <ul style="list-style-type: none"> <li>• Capacity to work cooperatively with others and demonstrate leadership when appropriate.</li> <li>• Capacity to work effectively in multi-professional teams</li> </ul> <p><b>Coping with Pressure:</b></p> <ul style="list-style-type: none"> <li>• Capacity to operate under pressure.</li> <li>• Demonstrates initiative &amp; resilience to cope with setbacks &amp; adapt to rapidly changing circumstances.</li> <li>• Capacity to deal with ambiguity &amp; uncertainty in clinical life and seek help when appropriate</li> </ul> <p><b>Organisation &amp; Planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to organise oneself &amp; prioritise own work.</li> <li>• Demonstrates punctuality, preparation &amp; self-discipline.</li> <li>• Able to keep effective notes/records.</li> <li>• Demonstrates awareness of IT systems</li> </ul> <p><b>Vigilance &amp; Situational Awareness:</b></p> <ul style="list-style-type: none"> <li>• Capacity to be alert to dangers and developing situations, particularly in relation to clinical governance.</li> </ul>	
<p><b>PROBITY</b></p>	<p><b>Professional Integrity:</b></p> <ul style="list-style-type: none"> <li>• Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others.</li> <li>• Displays honesty, integrity, awareness of confidentiality &amp; ethical issues</li> </ul>	
<p><b>COMMITMENT TO SPECIALTY</b></p>	<p><b>Learning &amp; Personal Development:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates commitment to life-long learning</li> <li>• Demonstrates interest and realistic insight into psychiatry and mental health.</li> <li>• Demonstrates self-awareness, capacity for reflective learning &amp; commitment to personal &amp; professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Extracurricular activities / achievements / interest and realistic insight relevant to psychiatry</li> </ul>

## Northern Ireland School of Psychiatry Training Programme

### Core Trainee Job Description

<b>Reports to:</b>	Consultant Psychiatrists in the employing Trust and the Postgraduate Dean
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<b>Contact Information:</b>	<u>Head of School for Psychiatry</u>	<u>Deputy Head of School for Psychiatry</u>
	<p>Dr G Loughrey          Consultant Psychiatrist          Knockbracken Healthcare Park          Saintfield Road          Belfast          BT8 8BH            Tel: 028 9056 5201</p>	<p>Dr B Mangan          Consultant Psychiatrist          Craigavon Area Hospital          Lurgan Road          Portadown          BT63 5QQ            Tel: 028 3833 4444</p>

<b>MAIN ACTIVITIES / RESPONSIBILITIES:</b>	
<b>Clinical</b>	The Core Trainee will be part of the Community Mental Health Team. He/she will work alongside the Consultant and gain experience in multidisciplinary team management/team building as well as clinical experience at clinics and clinical team meetings. He/she will also have a role in managing inpatients under the Consultant's supervision and will also have opportunity to attend management meetings and Mental Health review tribunals.
<b>Managerial</b>	The Core Trainee will have the opportunity to develop managerial skills as he/she rotates through the various hospitals. Trainees should undertake a formal management-training course during the final year of training.
<b>Research</b>	The Core Trainee will be expected and encouraged to have an active interest in research and

	publication. This does not necessarily mean taking a year or two years out-of-programme to work towards an MD or PhD unless he/she also wishes to undertake sub-specialist training.
<b>Audit</b>	The Core Trainees will be expected and encouraged to have an active interest in audit and will be expected to undertake audit projects during his/her period of training.
<b>Education</b>	The Core Trainee will be expected to attend the various educational opportunities provided in his/her own hospital and those provided on a regional basis. Trainees should also where appropriate assist in the training and education of others.
<b>Assessment</b>	Core Trainees will be invited to meet the specialty Training Programme Director annually and have their performance assessed within three months of completion of each year of their training programme.

**PLACEMENT ARRANGEMENTS:**

Placements between hospitals are administered by the Board of the School of Psychiatry and are determined usually on a yearly basis according to the Trainee's educational and training needs. Trainees will rotate through the various hospitals and subspecialties within the Training Scheme. The Postgraduate Dean has confirmed that these posts all have the required educational and staffing approval. Excellent postgraduate facilities exist at all units.

Further information on hospitals in Northern Ireland is available at [www.hscni.net](http://www.hscni.net)

This job description will be subject to review in the light of changing circumstances and may include other duties and responsibilities as may be determined. It is not intended to be rigid and inflexible but should be regarded as providing guidelines within which the individual works.

***Please note that the Health and Social Services organisations operate "No Smoking" policies and all employees must comply with this policy.***

**AN EQUAL OPPORTUNITIES EMPLOYER**